

# Federal Acquisition *Insight*



**\*\*Special Edition: A Focus on the Skills Assessment\*\***

March 2007



## From the Desk of the Director: Karen Pica

I'm excited about this SPECIAL EDITION of *FAInsight*, which is dedicated to FAI's *Skills Assessment of Contracting Professionals*. Coming in April, this online survey will help civilian agencies understand where and to what degree contracting skills, competencies, and certifications reside within the federal government. This survey will be available to any agency not currently possessing a competency assessment tool. For those agencies either recently completing an assessment or working to complete one (e.g., Environmental Protection Agency, General Services Administration, and Department of Defense), please check with your Acquisition Career Manager. The goal is to compare results from all tools by the end of spring to gain a better understanding of the federal contracting workforce.

With an eye toward development needs, the data will assist individual agencies and the entire federal government in addressing critical contracting workforce planning. In addition, those who participate gain insights into their current capabilities and where to focus their professional development efforts for future career success.

What does this mean to you? FAI will use feedback to help determine additional training courses to offer, topics for learning seminars, and what can help you do your job better. The more responses we receive, the more reliable our results. Learn more about the benefits of the *Skills Assessment of Contracting Professionals* below and stay tuned to this space and FAI.gov for more information.

## Contracting Professionals' Skills for the Future

To ensure that the federal acquisition workforce is adequately trained and developed, the Office of Federal Procurement Policy, through the Federal Acquisition Institute (FAI), will conduct a survey of federal contracting professionals to assess skills and improve human capital planning. We are partnering with the Office of Personnel Management to develop an internet-based tool that contracting professionals will be invited to use to self-assess proficiency in core contracting competencies.

The assessment will be a voluntary and anonymous survey of GS-1102s and those who perform GS-1102 duties but are classified in different series. The assessment will gather information related to demographics, professional business and technical competencies, supporting skills, type of work performed, and certifications and warrants. The results will assist us in assessing skills, determining gaps, identifying training needs, and improving organizational and individual planning efforts.

To read more of Mr. Denett's memorandum, visit [www.fai.gov/march07news.asp](http://www.fai.gov/march07news.asp)

## How'd They do That? Repeating the IT Workforce Capability Assessment's Success

By Steve Calandro  
Sr. Human Capital Consultant, Contractor, FAI

Since 2003 when the Chief Information Officers' Council (CIOC) first conducted the *IT Workforce Capability Assessment*, it has been seen as a successful model for assessing a single, yet diverse governmentwide function. It is consulted widely in federal human capital planning, and is the model for FAI's *Skills Assessment of Contracting Professionals*.

CIOC's repeated success has attracted attention from other areas of government, as well as from the private sector. *Pivotal Insight, LLC*, a public sector strategy research firm that specializes in how government and industry work together, recently commented on the CIOC assessment model:

The full article is available at [www.fai.gov/march07news.asp](http://www.fai.gov/march07news.asp)

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For more information or to submit an article, contact the editor at [christine\\_packard@fa.gov](mailto:christine_packard@fa.gov) or visit [www.fai.gov](http://www.fai.gov).

### **The Acquisition Career Manager: At the Wheel and Driving Results**

By Linda Ott  
Program Manager, FAI

No large scale effort can be effective without a strong agency-level champion, and assessing contracting capability requires a dedicated champion. The 2007 *Skills Assessment of Contracting Professionals* needs someone who understands the agency's mission, as well as the composition of his/her contracting staff and their development needs. One person in each agency is solely dedicated to acquisition workforce development: the Acquisition Career Manager (ACM).

To find out more about the ACM's role, go to [www.fai.gov/march07news.asp](http://www.fai.gov/march07news.asp)

### **From Capability to Competency: Turning the Contracting Workforce "Green"**

By Linda Ott  
Program Manager, FAI

Whether you are a new contracting professional or have years of experience, federal contracting is a complex, changing, and demanding field. Current trends point to increased demands for measurable results and proven efficiency in the use of taxpayer funds, higher stakeholder expectations, and increased scrutiny at all levels.

The President's Management Agenda requires all federal agencies to progress toward excellence in executing five management initiatives, one of which is Strategic Human Capital. The Strategic Human Capital initiative guides agencies to create an annual workforce plan covering all capabilities necessary for mission success, including contracting.

For more information on competencies, visit [www.fai.gov/march07news.asp](http://www.fai.gov/march07news.asp)

### **ACMIS Next Generation (NG) Reporting Tool**

By Sherry Booth  
Contractor, FAI

FAI, in partnership with DAU, is putting the finishing touches on a new data reporting tool for ACMIS called Next Generation (NG). The tool, which can be accessed by ACMIS agency administrators and ACMs through the FAI website at [www.fai.gov](http://www.fai.gov), has a number of exciting features which will improve the way ACMIS data is retrieved, formatted, and reported. One of those features is the addition of ad hoc reports, which will allow users to design and request their own unique reports.

To see the benefits, go to [www.fai.gov/march07news.asp](http://www.fai.gov/march07news.asp)

### **How Can You Earn 19.5 CLPs by June 20th?**



Federal Acquisition  
Conference & Exposition  
2005

By Ivy Alston  
Contractor, FAI

The dates for FACE and the GSA Expo are quickly approaching. FACE is being held in Washington, D.C., June 19-20, and the GSA Expo will be in Orlando, FL, May 15-17. Attend both and you have the opportunity to earn up to 19.5 Continuous Learning Points (CLPs). Here's how - attend nine GSA Expo sessions and earn 9 CLPs; attend FACE and earn a total of 10.5 CLPs. Earn four of those GSA Expo CLPs by attending FAI's GSA Expo sessions. FAI is sponsoring four sessions at the GSA Expo:

To view the sessions, go to [www.fai.gov/march07news.asp](http://www.fai.gov/march07news.asp)



### **Training Corner**

Although many of our classes are at capacity, there are still seats available in these upcoming sessions. Reserve your spot by registering at <https://www.atrrs.army.mil/channels/faitas/student/logon.aspx?caller=1>.

#### **AP II (Acquisition Planning II)**

▶ Washington, DC April 16 – April 20

#### **CON 120 (Mission Focused Contracting)**

▶ New York, NY April 16 - April 27  
▶ Ft. Worth, TX April 23 – May 4

#### **CON 202 (Intermediate Contracting)**

▶ Washington, DC May 14 – May 25

More information is available at [www.fai.gov/march07news.asp](http://www.fai.gov/march07news.asp)

### **ALS Recap-Acquisition View: The Next Generation**

By Chrissy Packard  
Contractor, FAI

The Honorable Paul Denett, Administrator for the Office of Federal Procurement Policy (OFPP), was the keynote speaker at the FAI and Defense Acquisition University Acquisition Learning Seminar held on February 28<sup>th</sup>. The seminar, "Acquisition View: The Next Generation", was geared toward acquisition interns and featured presentations by two graduates of government intern programs and a panel of interns currently enrolled in various programs.

For more on the ALS, go to [www.fai.gov/march07news.asp](http://www.fai.gov/march07news.asp)

### **Upcoming Events**



Join us at the next Acquisition Learning Seminar, "Acquisition View: The Road to a Successful Internship Program" on April 10<sup>th</sup> from 10-11:30 a.m. Attend this free event, held at the [GSA Central Office-Auditorium](http://www.fai.gov), to learn how to strengthen and increase the acquisition workforce through thriving internship programs. More details are available on the FAI website at <https://www.fai.gov/pdfs/Save%20the%20date%20April%202007.pdf>.